

Minutes of the meeting held on January 3, 2022

Present: Francis Murphy – Chair, James Monagle, Michael Gardner, John Shinkwin, Ellen Philbin, James Quirk, and Chris Burns.

Arrived Late: Nadia Chamblin-Foster (Not present for agenda item #1)

The meeting was called to order at 1:00 PM. The meeting was digitally recorded. The entire meeting was conducted by Webex videoconference.

Agenda Item #1 – Minutes

Motion by Monagle, seconded by Shinkwin to accept the minutes of the investment review meeting held on December 2, 2021. The motion carried on a 4-0 vote with Chamblin-Foster absent.

Motion by Gardner, seconded by Shinkwin to accept the regular minutes of the meeting held on December 6, 2021. The motion carried on a 4-0 vote with Chamblin-Foster absent.

Motion by Shinkwin, seconded by Monagle to accept the executive session minutes of the meeting held on December 6, 2021. The motion carried on a 4-0 vote with Chamblin-Foster absent.

Agenda Item #2 - Warrants

Motion by Monagle, seconded by Shinkwin to accept payment of Warrant #24 in the amount of \$8,721,990.13 and Warrant #1 in the amount of \$2,222,721.91. Voted unanimously.

Agenda Item #3 – Superannuations

Motion by Shinkwin, seconded by Monagle to accept the Superannuation retirement applications submitted by David Albert, Detective, Police Dept. with thirty-two years, ten months; Sidney Botelho Jr., Administrative Supervisor, Emergency Communications Dept. with twenty-seven years, three months; Alla Hall, Paraprofessional, School Dept. with ten years, eleven months; Jane Lindhorst, Instructional Aide, School Dept. with twenty-four years, four months; and Virginia Post, Administrative Coordinator I, Cambridge Health Alliance with twenty-four years. Voted unanimously.

Agenda Item #4 - Make-ups/Redeposits/Liability

The Board reviewed make-up and redeposit worksheets for two members.

Motion by Chamblin-Foster, seconded by Monagle to allow the make-up of deductions requested by Maryellen McCarthy, 2 years, 3 months and to allow the redeposit of a refund for Joseph W. Kelly, 5 years, 5 months. Voted unanimously.

Agenda Item #5 – Refund Applications

The Board reviewed six refund applications submitted in December.

Motion by Monagle, seconded by Shinkwin to accept six refund applications. Voted unanimously.

The Chairman requested to adjourn the open meeting and go into executive session for the purpose of discussing disability retirement applications. The Chairman stated that the meeting would reconvene in open session the conclusion of the executive session. On a roll call, the vote was as follows:

John Shinkwin:	YES
Michael Gardner:	YES
Nadia Chamblin-Foster	YES

James Monagle: YES  
Francis Murphy: YES

Agenda Item #6 – Accidental Disability Benefit – David McKinley

The Board reviewed the certificate and narrative reports of three separate medical exams, the member's application, treating physician's statement and employer's statement pertaining to David McKinley's Accidental Disability application. Attorney Thomas Gibson appeared representing Mr. McKinley.

Motion by Shinkwin, seconded by Monagle to accept the findings of the medical panel and grant Accidental Disability benefits to David McKinley, a Lieutenant in the Fire Dept. Voted unanimously.

Agenda Item #7 – Accidental Death Benefit – William Slivinsky

The Board reviewed the certificate and narrative report of William Slivinsky's 2002 medical panel, his death certificate, medical records and correspondence from Attorney Thomas Gibson. Motion by Gardner, seconded by Shinkwin to grant Accidental Death benefits to the surviving spouse of William Slivinsky, a retired Police Officer. Voted unanimously.

Agenda Item #8 – Accidental Disability Benefit – Yan Qu

The Board reviewed the certificate and narrative reports of three separate medical exams, the member's application, treating physician's statement and employer's statement pertaining to Yan Qu's Accidental Disability application. Attorney Steven Kantrovitz appeared with Ms. Qu. Motion by Gardner, seconded by Monagle to accept the majority findings of the medical panel and grant Accidental Disability benefits to Yan Qu, Library Branch Manager. Voted unanimously.

Agenda Item #9 – Accidental Disability Application – Eduardo Santana

The Board reviewed the member's application, treating physician's statement and employer statement filed in connection with Eduardo Santana's Accidental Disability application. Attorney Timothy Smyth appeared with Eduardo Santana.

Motion by Gardner, seconded by Shinkwin to accept the Accidental Disability application submitted by Eduardo Santana, a Milieu Counselor at Cambridge Health Alliance, and to request that PERAC convene a medical panel. Voted unanimously.

Agenda Item #10 – Group Classification – Emergency Communications Dispatchers

The Board reviewed correspondence from PERAC and a written brief from Attorney Quirk. Quirk stated that PERAC has been auditing local regulations around group classifications. They have written to Cambridge and requested that they review the duties performed by Emergency Communications Dispatchers to see if they meet the requirements for classification in Group 2. Cambridge has had a supplemental regulation, approved by PERAC, which gave dispatchers Group 2 classification since 1996. Quirk stated that several other municipalities in Massachusetts have similar rules. A recent CRAB decision involving dispatchers in Stoneham has tightened the requirements to grant group 2 status.

Quirk recommended notifying the Dispatchers of the likelihood of a classification change. He also noted that the Board could try to file an amendment to the current supplementary regulation and try to preserve Group 2 status for current employees, while placing new hires in Group 1. The system might also try to make any change for existing employees prospective, and pro-rate the group status when members retire.

Gardner stated that he was working as the Director of Personnel at the time that the supplemental regulation was created. He had encouraged the adoption of the rule because Fire Department dispatchers were already in Group 2, related to historical work maintaining fire alarm boxes and signals. When the Police and Fire dispatchers were brought together under the Emergency

Communications Department, it was felt that all dispatchers should be under Group 2. Quirk stated that his recollection was that, although the Dispatchers no longer have any responsibility for signal maintenance and electrical work, they argued that they have a high-stress job working with constant calls regarding violence and medical emergencies. Gardner stated that, since the Board adopted the regulation in good faith and PERAC approved it, any change to group status should be done prospectively.

Shinkwin asked if the Board should try to push for a legislative fix which would grant all Dispatchers in Massachusetts Group 2 status. Gardner stated that the legislature has not looked favorably on Group changes recently and he felt any effort would fail.

Gardner stated he would favor further study before responding to PERAC. He suggested scheduling meetings with the Emergency Communications Dept., with the Police and Fire Departments and reviewing the history of how the supplementary regulation was adopted. He also suggested that he would like to review the process by which PERAC can rescind a regulation that has already been approved. The Chairman appointed Gardner and Monagle to form a subcommittee to review the history of Group 2 classification and to report back to the Board by May or June.

Gardner stated that his term on the Board will expire on February 28<sup>th</sup>, and that he intended to inquire if the City Manager intends to reappoint him. He requested that the staff provide him a copy of the Group 2 benefit chart, and to research how many Dispatchers have received enhanced benefits by retiring before age 65.

#### Agenda Item #11 – PERAC Memos

The Board reviewed PERAC Memos #32 through #35. No action was taken.

#### Agenda Item #12 - Old Business

The Director stated that she has spoken with various department heads to schedule a training around pre-employment physicals, likely at the end of January.

The Director reported that in 2021, there were no retirees whose death certificates specifically listed COVID-19 as their cause of death, although there were ten who died from either pneumonia or COPD. Overall, there were 116 retiree deaths in 2021, compared to 132 deaths in 2020 and 94 deaths in 2019.

#### Agenda Item #13 - New Business

Not needed.

#### Agenda Item #14 – Executive Session

Agenda Item #6 – adopted

Agenda Item #7 – adopted

Agenda Item #8 – adopted

Agenda Item #9 – adopted

#### Agenda Item #15 - Chairman's Report

Segal has provided a breakdown of the system's fossil fuel investments as of October 2021. The Chairman noted that the Lazard includes \$4.8 million in fossil fuel holdings which will be eliminated once that account is terminated. The Chairman stated that he would favor posting this information on the system's website. The Director stated that the Lazard fund should be terminated by the end of the week.

#### Agenda Item #16 – Executive Director's Report

In January, the staff will work on mailing 1099R forms, and health insurance letters for Group 4 members. In February, the staff will begin sending annual affidavits to all retirees.

The following documents were also reviewed by the Board:

- Notice of Retiree Deaths
- PERAC Memo re: Appropriation for Fiscal Year 2023
- Segal Marco Analysis of Investment Performance – November 30, 2021
- Correspondence to City Manager re: Fossil Fuel Holdings
- September Financials – General Ledger, Summary of Accounts, Trial Balance, Adjustments, Cash Disbursements, Cash Receipts, Wire Transfers.
- October Financials – General Ledger, Summary of Accounts, Trial Balance, Adjustments, Cash Disbursements, Cash Receipts, Wire Transfers.
- Lazard Portfolio Review – November 2021

Monagle moved to adjourn at 2:55 PM.